

# Benefits



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IAFF Employees

## Health and Welfare

The City provides medical and dental benefits to IAFF represented employees and their dependents. The City will pay full premium for Kaiser HMO Health Plan and Cigna DMO (pre-paid dental plan) for the employee and any eligible dependent. Employees choosing a non-Kaiser HMO coverage will pay a flat annual amount of \$600 regardless of the number of dependents covered. Employees choosing the Cigna DPPO preferred provider plan would be responsible for any additional costs over and above the Cigna DHMO pre-paid plan.

### HEALTH PLANS AND RETIREE HEALTH

The City currently offers the Kaiser and UHC Value and UHC Full HMO plans and the UHC PPO plan to its active employees and their dependents through its Flex Plan. Health coverage is effective on date of hire. Individuals retiring from the City may choose to continue participating in the City’s health plans at their own cost.

### DENTAL INSURANCE

The City currently offers the Cigna DHMO (pre-paid) and Cigna DPPO Plans. Coverage is effective on date of hire.

### VISION INSURANCE

The City currently offers the MES Vision plan. Coverage is effective on your date of hire.

### FLEXIBLE SPENDING ACCOUNTS (FSAs)

The City offers both health and dependent/child care FSAs. FSAs may be funded by payroll deductions. The maximum annual payroll deduction Health FSA is \$2,600. Dependent/Child Care FSAs are limited to \$5,000 from all sources.

### LIFE INSURANCE

The City provides IAFF employees with a \$50,000 Group Term Life and Accidental Death and Dismemberment policy. In addition to the basic life insurance provided by the City, employees may purchase Optional coverage in multiples of \$10,000, up to a maximum of \$550,000 or four times their annual salary, whichever is less. Dependent coverage is also available as long as employees purchase Optional coverage for themselves. Dependent spouse or domestic partner can elect up to the lesser of \$100,000 and 50% of your coverage, in \$10,000 increments. Coverage of \$10,000 is available for dependent children up to age 26.

### BASIC RETIREMENT

The City contracts with CalPERS for the provisions of its retirement benefits as set forth in the California Government Code and California Public Employees’ Pension Reform Act of 2013.

Retirement Tier	Retirement Formula	Employee Deduction	Minimum Age for Retirement
Tier 1 Retirement	Local Safety 3% @ 50	9.0%	50
Tier 2 Retirement	Local Safety 3% @ 55	9.0%	50
Tier 3 Retirement	Local Safety 2.7% @ 57	12.25%	50

*Tier 1 – Employees who became CalPERS members with the City of Chula Vista prior to 04/22/2011*

*Tier 2 - Employees who became members of CalPERS or a reciprocal agency between 04/22/2011 through 12/31/2012*

*Tier 3 - New CalPERS members or reciprocal agency members on or after 01/01/2013*

### 457 DEFERRED COMPENSATION

The City offers 457 plans through ICMA and Nationwide. These accounts are voluntary and are employee funded.

## Vacation, Holidays and Leaves

### VACATION

IAFF employees will be credited vacation hours on a biweekly basis and shall accrue the following:

Years of Service	IAFF Suppression	IAFF Non-Suppression
0 - 4	112 hours	80 hours
5 - 9	168 hours	120 hours
10 - 14	224 hours	160 hours
15+	288 hours	200 hours

The maximum accrual is two times the annual accrual. Employees who have completed at least four (4) years of service may sell back up to one week (56 hours for employees assigned in Fire Suppression and 40 hours for employees assigned to Non-Suppression) of accrued vacation hours back to the City per fiscal year.

SICK LEAVE

IAFF employees assigned to the Fire Suppression Division will accrue sick leave at a biweekly rate of 5.15 hours. IAFF employees assigned to Non-Suppression divisions will accrue sick leave at a biweekly rate of 3.69 hours. If during the fiscal year, the employee’s accumulated sick leave balance is more than a two-year accrual, he or she shall have the option of converting to cash 50% of the accumulated unused sick leave of the fiscal year.

HOLIDAYS

The City is closed and employees receive compensation for the following holidays:

Fire Suppression

Employees will receive 130 hours holiday pay (approximately 5.0 hours per pay period) each fiscal year

Non-Suppression

Hard Holidays:

- New Year’s Day - January 1
  - Cesar Chavez Day - March 31
  - Independence Day - July 4
  - Veterans Day - November 11
  - Day after Thanksgiving
- Martin Luther King, Jr. Day - Third Monday in January
  - Memorial Day - Last Monday in May
  - Labor Day - First Monday in September
  - Thanksgiving Day - Fourth Thursday in November
  - Christmas - December 25

Floating Holidays:

- Lincoln’s Birthday - February 12
  - Admission Day - September 9
- Washington’s Birthday - Third Monday in February

LEAVE BALANCE PAYOFF AT TERMINATION

All vacation and accrued floating holidays are paid in a lump sum payment upon termination. Sick leave balances will not be paid upon termination unless the employee retires from City service. If the employee retires from the City within four months of separation from employment, he/she may convert unused sick leave to additional CalPERS service credit at the rate of 0.004 year of service credit for each day of unused sick leave.

Other Benefits

MILEAGE REIMBURSEMENT

IAFF employees shall be entitled to mileage reimbursement when required to use their private automobile for authorized City business.

SPECIAL ASSIGNMENT

IAFF employees may receive up to 15% additional compensation when assigned by the City Manager to a special project.

UNIFORM ALLOWANCE AND DIFFERENTIALS

IAFF employees shall receive \$200 per calendar year for cleaning and maintenance of uniforms. Employees assigned to the Training Division or other 40-hour administrative assignment will receive 15% additional compensation. IAFF employees are also eligible for education incentives based upon their level of education as follows:

- \$200 per month - AA / AS / 30 fire training units and 5 years of service
- \$300 - BA / BS / 30 fire training units and 10 years of service
- \$400 - MA / MS or higher

OUT OF CLASS ASSIGNMENT

IAFF employees may receive 5% - 20% Out of Class pay in the event that they are assigned duties of a higher level classification for a period of time more than 10 consecutive days.

CALLBACK PAY

IAFF employees who are called back to work before the scheduled start of their next regular shift shall be paid actual overtime worked, with two-hour minimum overtime.

PROFESSIONAL ENRICHMENT

IAFF employees may use up to a maximum of \$1,000 per fiscal year to pay for education, conferences and training.

BILINGUAL PAY

Upon recommendation of the Department Head, approval of the Director of Human Resources and successful completion of a bilingual performance evaluation, an IAFF employee will receive Bilingual Pay as indicated below in addition to his/her regular pay on the condition that bilingual skills are continuously utilized in the performance of his/her duties.

Basic Level	\$125 per month
Advance Level	\$225 per month
Grandfathered level*	\$200 per month

\*For current employees receiving Bilingual Pay as of 04/15/14 until the term of the contract